

Alaska Workforce Investment Board  
Working Committees Strategic Plan

STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA

Last updated June 5, 2008

*Full Matrix including By-Law requirements, Committee Priorities, Milestones, Resources and Success Measures*

**WORKFORCE READINESS AND EMPLOYMENT & PLACEMENT COMMITTEE**

**AWIB By Laws regarding the WREP Committee**

**Section 6. The Employment and Placement Committee.** This committee will ensure the statewide strategic plan for workforce development addresses customer needs at the local level; moving low-income adults and youth, veterans, and disabled populations into the workforce as a priority of service; promoting hire of Alaskans in jobs that have traditionally been filled with out-of-state workers; tailoring employment and training programs to suit Alaskan business, industry and economic development needs. It will monitor the coordination of service delivery to promote efficiency and prevent overlap of services among programs.

**Section 7. The Workforce Readiness Committee** will provide oversight for training, education and employment programs to ensure programs are delivering education and training that is relevant to local market needs and the future career goals of Alaskans. It will help coordinate the delivery of programs in a manner that eliminates needless duplication. The committee will build partnerships between employers and quality workforce training programs. It will work to connect the Alaska public and private education system with business, government and labor to ensure Alaskans are receiving workforce readiness skills throughout their education process.

Strategic Direction	Milestones	Resources	Success Measures	Responsibility/Accountability
<b>NEED TRAINING AND CAREER COORDINATION:</b>				
1. <b>Improve applied academic, technical and employability skills of the workforce.</b>	<p>Work Keys Implementation</p> <p>Requirement for trainers to teach employability skills/soft skills. Substitute language regarding soft skills to:</p> <ol style="list-style-type: none"> <li>1. Identify and define soft skills standards for Alaska. Use DOLWD and DEED staff to assist the effort.</li> <li>2. Resolution by AWIB supporting soft skills standards and training.</li> </ol>	<p>Educate people about Work Keys.</p> <p>Regulation requiring trainers to teach employability skills/soft skills. Substitute this language: AWIB endorsed soft skills standards.</p> <p>State career clusters, trade associations, tools and planners that can be used in school.</p>	<p>Successful implementation at 6 pilot schools. All schools implement by '09. All schools have someone trained in Work Keys. Marketing Program</p> <p>This requirement worked into training RFPs. Implementation and performance data related to the delivery of soft skills training to students.</p> <p>Students in all secondary schools will have access.</p>	<p>DOL and DEED</p> <p>DEED and DOLWD</p>

	<ul style="list-style-type: none"> <li>Asses other states implementation of Work Keys</li> <li>Include 1 or 2 of the 6 schools as soft skill pilot sites this fall Todd Bergman will draft a resolution. Doug Ward will request funding for an AWIB Board member to go to the WorkKeys conference.</li> </ul> <p>Define career/education pathways. Examples of Career Pathways Career Cluster Tech Prep Apprenticeships .</p>	Industry representation, DEED, training providers, DOLWD	<p>Resolution 08-02 'Resolution in support of policy to ensure employability sill standards and assessment' signed 5/21/08 by AWIB</p> <p>Publication and distribution of Career Pathways throughout CTE and Job Center systems</p>	<p>DEED and DOLWD</p> <p>DEED and DOLWD</p>
<b>2. Collaborate with business/industry and training providers to conduct a comprehensive needs assessment that sets training needs and priorities based on the gaps between supply and demand for the high demand short and long-term employment.</b>	Needs assessment done by industry and consortia. Develop a Training Plan and Template Crosswalk Health or Construction Plan with the AWIB training template for effectiveness	DOLWD, Industry Consortia, Regional Advisory Councils.	Needs assessment done for major industry segments.	
<b>3. Develop a more interactive relationship with business, community training providers and One Stop centers.</b>	Get a report on best practices used by One Stop Centers for their relationship with business and community training providers .	Department of Labor and Workforce Development/Employment Security Division.  Regional Advisory Councils	Report and plan for sharing best practices.	
<ul style="list-style-type: none"> <li>Training and job placement for special categories such as disabled veterans (especially in light of those already returning from Iraq "Helmets to Hardhats") and aging workers returning to workforce.</li> </ul>				

• <b>Strategic Direction</b>	Milestones	Resources	Success Measures	Responsibility/Accountability
<ul style="list-style-type: none"> <li>Stop outsourcing from the state for jobs and skills we lack. Identify legacy jobs, candidates are identified and mentored into these jobs. Identify and mentor workforce in these jobs.</li> </ul>				
<ul style="list-style-type: none"> <li>Identify skills and jobs we don't have. Training and job opportunities.</li> </ul>				
<ul style="list-style-type: none"> <li>Improve skills sets of employable workforce. Need for more math skills for successful entry into job market. Youth and adults need to improve skills sets.</li> </ul>				
<ul style="list-style-type: none"> <li>Target recruitment and return of those graduating from Alaska high schools that left the state for college or for training.</li> </ul>				
<ul style="list-style-type: none"> <li>Businesses need to be more familiar with training programs.</li> </ul>				
<b>IMPROVE CURRENT WORKFORCE TRAINING:</b>				
<ul style="list-style-type: none"> <li>Support supervisory training in industry using Department of Defense training model. 75% of people leave their jobs leave because of ineffective supervision. Training for supervisors.</li> </ul>				
<ul style="list-style-type: none"> <li>Scholarships for tech Ed training to prepare for jobs. Funding support for business and students.</li> </ul>				
<ul style="list-style-type: none"> <li>Difficult to offer enough OJT.</li> </ul>				
<ul style="list-style-type: none"> <li>Aging workforce coming back to work.</li> </ul>				

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POLICY & PLANNING AND ASSESSMENT & EVALUATION COMMITTEE

AWIB By Laws regarding the PPAE Committee

**Section 4. The Assessment and Evaluation Committee.** Assessment and evaluation of programs, initiatives and delivery of services by this committee will help ensure equitable distribution of quality education, training and employment services statewide, especially to rural areas and areas serving economically disadvantaged citizens. This committee will call for and monitor the workforce development system for increased accountability in performance and continuous quality improvement along the goals and strategies of the Board's overall statewide human resource investment strategic plan. The Assessment and Evaluation Committee will also use evaluation and performance measures to gauge customer satisfaction within the workforce system.

**Section 5. The Policy and Planning Committee** will build policies regarding day-to-day operations and long-term responsibilities of the Board and work to increase awareness of AWIB and its mission throughout the state. This committee will work with all committees on the statewide strategy for workforce development.

Strategic Direction	Milestones	Resources	Success Measures
<b>IMPROVE CROSS INDUSTRY/COMMUNITY COLLABORATION AND PARTNERSHIPS:</b>			
1. Collaboration and partnerships both interdepartmental and across disciplines, state & federal agencies, non-profits, education & labor, corrections, industry and communities.	Regional Advisory Councils	Job Centers	Annual forum of leaders for sharing of ideas and partnership building.
2. Create employer incentives to increase Alaska hire. Recognition for employers, i.e. best value contracting (points for resident hire). Potential incentives – tax incentives, paid training scholarships, Governor's Citation, DOA Procurement Orientation.	Determine timeline request for Governor's citation	Governor's office, Department of Administration, Industry Research and Analysis	Governor's citation tax incentives (look at structure for each industry)
3. Provide maximum employment of residents as part of plan in the state's future development of resources and infrastructure.	Regional Advisory Councils, getting complete buy in. Collaboration at Regional Advisory Council Level.	Leverage AGIA training plan. Regional Advisory Councils	Reduce non-resident hire by 3%/
• Create employer incentives to increase Alaskan hire.			
• Collaboration and partnerships both interdepartmental and across disciplines, state & fed agencies, non-profits, education & labor, corrections, industry & communities.			

Strategic Direction	Milestones	Resources	Success Measures
<ul style="list-style-type: none"> <li>Provide maximum employment of residents as part if plan in State's future development of resources and infrastructure.</li> </ul>			
<ul style="list-style-type: none"> <li>Customer focus in government service sector.</li> </ul>			
<ul style="list-style-type: none"> <li>Knowledge of all providers of training and resources.</li> </ul>			
<ul style="list-style-type: none"> <li>Need coordinated training system for Alaska.</li> </ul>			
<ul style="list-style-type: none"> <li>Even if unemployment was at zero we will need to recruit workers to Alaska who will stay. Add this to state economic development plan.</li> </ul>			
<ul style="list-style-type: none"> <li>Schools/Business/Industry are disconnected. Need them all to buy into single solution.</li> </ul>			
<ul style="list-style-type: none"> <li>Lack of mentoring/internship experiences for secondary Connections.</li> </ul>			
<ul style="list-style-type: none"> <li>Business and industry intimidated by red tape.</li> </ul>			
<ul style="list-style-type: none"> <li>Recognition for employers, i.e. best value contracting (points for resident hire). Potential Incentives – tax incentives, paid training scholarships. Governor's Citation, Public Recognition, DOA Procurement Orientation.</li> </ul>			
<b>NEED TO FORTIFY CAREER GUIDANCE METHODS &amp; RESOURCES:</b> <i>This section was moved to the Youth Council at May 2007 AWIB meeting.</i>			
<ul style="list-style-type: none"> <li>Career and Education Pathways – start early K-12.</li> </ul>			
<ul style="list-style-type: none"> <li>Develop stronger Career Guides/Specialists in high schools.</li> </ul>			
<ul style="list-style-type: none"> <li>Create mentor system for School-to-Work transitions including job placement follow-up.</li> </ul>			
<ul style="list-style-type: none"> <li>Global Best Practices in Career &amp; Technical Education (learn money/value added).</li> </ul>			
<ul style="list-style-type: none"> <li>Educate K-12 Teachers about job trends, skills, career &amp; tech ed.</li> </ul>			

Strategic Direction	Milestones	Resources	Success Measures
<b>ELIMINATE BARRIERS TO JOBS:</b>			
<ul style="list-style-type: none"> <li>Too many barriers for disabled workers.</li> </ul>			
<ul style="list-style-type: none"> <li>Prison/Ex-offender workforce. Work with State corrections to assimilate "Legally Challenged" into workforce.</li> </ul>			
<ul style="list-style-type: none"> <li>Make disability info more available to vets.</li> </ul>			

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YOUTH COUNCIL COMMITTEE See attached outcomes of 1-24-08 face to face meeting.

AWIB By Laws regarding the Youth Council

*Section 9.A Youth Council Committee* will be appointed by the Chair of the Board to bring issues of concern to the Board. The Youth Council will develop, recommend and oversee youth employment and training policy in Alaska to ensure that programs deliver a workforce ready to meet the demands of future jobs. It will establish connections between organizations, service providers, educational organizations and Alaska's youth. The Youth Council will broaden the vocational youth employment and training focus in the community and practice by increasing the awareness that Alaska's youth much participate in creating their own road to the future. It will develop and inventory of available youth workforce and training programs, which will improve the policy and public funding process relating to youth workforce programs. The Youth Council will assist youth in developing natural leadership skills and keys to success, and develop a system to facilitate the youth to motivate themselves.

Strategic Direction	Milestones	Resources	Success Measures
CHALLENGE: UNINSPIRED YOUTH LACK VISION FOR THEIR FUTURE			
1. Teach youth about basic employability and life skills (finances, teamwork, problem solving, and work ethic).			
2. Expand and improve career counseling in school, not just college.			
3. Educate parents regarding vocations education training opportunities.			
• Develop European model of apprenticeship for careers in high school.			

• Need more support in career planning.			
• Develop a college of applied technology in Alaska.			
• Need to teach youth about basic employability and life skills (finances, teamwork, problem solving, work ethic)			
• At risk youth – secondary level – link to programs SAT or after school program.			
• Education of parents regarding vocational education training opportunities.			
• Expand, improve, career counseling in school.			
• Not just college.			
• keep kids in Junior High and High school in after schooling training.			

**1-24-08: YOUTH COUNCIL COMMITTEE - STRATEGIC NEEDS AND ISSUES CHALLENGING WORKFORCE DEVELOPMENT IN ALASKA**

<b>CHALLENGE: UNINSPIRED YOUTH LACK VISION FOR THEIR FUTURE NEED TO FORTIFY CAREER GUIDANCE METHODS &amp; RESOURCES</b>			
<b>Strategic Direction</b>	<b>Milestones</b>	<b>Resources</b>	<b>Success Measures</b>
<b>4. Teach youth about basic employability and life skills (finances, teamwork, problem solving, and work ethic).</b>			
• Career and Education Pathways – start early K-12.	Develop 9-14 CTEPS for H3SWD		
• Global Best Practices in Career & Technical Education (learn money/value added).			
• Educate K-12 Teachers about job trends, skills, career & tech ed.			
• Create mentor system for School-to-Work transitions including job placement follow-up.			
• At risk youth – secondary level – link to programs SAT or after school program.			
• keep kids in Junior High and High school in after schooling training.			
• Develop European model of apprenticeship for careers in high school.			
• Develop a college of applied technology in Alaska.			



5. Expand and improve career counseling in schools and out-of-school youth programs, for all self-supporting careers, not just those requiring college.			
<ul style="list-style-type: none"> <li>Need more support in career planning.</li> </ul>	a. Staff school with the appropriate ratio of service providers, i.e. Counselors? Advisors? (find the research to support)	Funding & requirements are in place	Schools & programs are staffed at a ratio of 250:1 or better.  Every youth will complete a graduation/exit-plus plan that incorporates a career pathway. (a 4-year plan starts in the 9 <sup>th</sup> grade, and is regularly revised to incorporate student interest & successes to make plans for transitioning to postsecondary & work) e.g. "Personal Career Development Plan" @ Job Corp
<ul style="list-style-type: none"> <li>Develop stronger Career Guides/Specialists in high schools.</li> </ul>	b. Expand career guide program within HS to adequately serve the career planning needs of ?? high school age youth  c. Focus on types of service that provides the greatest value to students	Adequately staff	
<ul style="list-style-type: none"> <li>Provide training to teachers, counselors, and other school personnel as well as case managers, etc. about the variety of Alaskan career opportunities and career preparation options, e.g. direct mail, TV,</li> </ul>	d. Start programs that work with students at an earlier age so a practical resource (e.g. kit) will be available for upper level elementary teachers/counselors  e. Send direct information about the variety of Alaskan careers to high school juniors  f. PSA or info pieces on statewide TV	Providing funding & training	Receive the training

<b>6. Educate parents regarding vocations education training opportunities.</b>			
<ul style="list-style-type: none"> <li>Education of parents regarding vocational education training opportunities.</li> </ul>			

1. What is your vision of what this strategy should look like? (i.e. "...so that...")
2. What questions/information do we need to know/have?
3. What practical next steps shall we take in next 30-30 days?
4. How will we define/measure success of these next steps?
5. Timeframe is?
6. Who will do it by when what resources needed?

#### Group 3 –

Vision – parents and other key influencers would report receiving and understanding Voc Ed training opportunities available for all youth in 14-24

Key questions –

Quality of information now

Where adults receive it now from

% of parents that ask their kids now about post HS plans

What would teens say about the information they receive; i.e. where do you find info?

What/where do key influencers say?

Gender specific differences

Practical next steps –

1. obtain list or map current known post HS training opportunities
2. identify conferences where HS training opportunities can be shared with key influencers
3. brainstorm brief (10 questions) survey for parents and teens – different one for each - on Survey Monkey to obtain what is working now & where
4. identify radio stations that can (or are already) sharing info about post HS training opportunities
5. conduct focus groups of parents/teens about post HS training opportunities.
6. Continue discussion about web and media based marketing

Success measures (Andre verbal report)

# of parents reporting increased sources of good information

WIA grant check off

Pre-post media campaign focus group

??

Increased enrollment in training programs after media campaign

Increased information posted on industry partners' websites or other outreach activities (Heidi)